

106TH CONGRESS
1ST SESSION

H. R. 284

To amend title 38, United States Code, to require employers to give employees who are members of a reserve component a leave of absence for participation in an honor guard for a funeral of a veteran.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 6, 1999

Mr. SWEENEY introduced the following bill; which was referred to the
Committee on Veterans' Affairs

A BILL

To amend title 38, United States Code, to require employers to give employees who are members of a reserve component a leave of absence for participation in an honor guard for a funeral of a veteran.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. EMPLOYERS REQUIRED TO GRANT LEAVE OF**
2 **ABSENCE FOR EMPLOYEES TO PARTICIPATE**
3 **IN HONOR GUARDS FOR FUNERALS OF VET-**
4 **ERANS.**

5 (a) IN GENERAL.—Section 4316 of title 38, United
6 States Code, is amended by adding at the end the follow-
7 ing new subsection:

8 “(e) An employer shall grant an employee who is a
9 member of a reserve component an authorized leave of ab-
10 sence from a position of employment to allow participation
11 by that employee in a military honor guard at the funeral
12 of a veteran. For purposes of section 4312(e)(1) of this
13 title, an employee who takes an authorized leave of ab-
14 sence under this subsection is deemed to have notified the
15 employer of the employee’s intent to return to such posi-
16 tion of employment.”.

17 (b) EFFECTIVE DATE.—The amendment made by
18 subsection (a) shall take effect 180 days after the date
19 of the enactment of this Act.

○